

FABRIC SOURCING MANAGER

Location: Pimlico- hybrid working	Profession: Sourcing
Reports to: Fashion Sourcing Manager (L5)	
People Management: No	
Job description (critical purpose) You will be responsible for the development of the overall fashion fabric sourcing strategy and will manage fabric bases or projects of high strategic importance and complexity. You are an expert in fabric who is responsible for the sourcing, negotiation and consolidation of own label fabrics and trims, delivering profitability and sustainability that meet directorate strategy whilst ensuring fabrics are aligned to trend /design and customer needs. You will work closely with - Category Sourcing Manager - Category Managers - Buyers and Designers - Sourcing Merchandisers - CSR team - Technical team Through your Profession you will have the opportunity to develop and stretch personally and professionally to achieve your potential. The Partnership supports agile and flexible working practices, such as when, where and how we work. We have several different ways to work flexibly, including part-time, flexible or compressed hours, and job sharing. Head office areas also support a blended working approach. We celebrate diversity and inclusion in the John Lewis Partnership and we are committed to becoming the UK's most inclusive business, reflecting and connecting with the diverse communities that we serve.	
Primary Outcomes & Accountabilities Key Accountabilities Recommendation of fabric sourcing strategy, inc mill numbers, location, quality, cost, lead times Responsible for which mills to introduce, grow decline and exit Global consolidation opportunities Define ways of working to ensure the fabric sourcing is aligned with Design, tech & CR to achieve the best possible outcome for the season including trend, cost and alignment to strategy. Delivering the overall fabric and trim sourcing strategy Support of the Fabric Sourcing Coordinator Responsible for the sustainable fabric sourcing requirements to align with business strategy. Working closely with key Stakeholders to meet the brand quality and value requirements whilst increasing the sustainable offer for the Customer. Consolidating fabrics & trims across categories/Buying Offices Identifying of tender program for core fabrics	Measures of success Identified the best mills / spinners for the important fabric bases Quality Cost Meeting sustainability targets Meeting consolidation targets Market intelligence knowledge Meeting seasonal design / fabric trends

Key Activities Development of the overall fabric and trim sourcing strategy. Sourcing of fabric that meets the strategy of the business Liaising with and assessing mills Fabric library management Consolidation of base cloths and yarns from the right suppliers, right regions at the right prices and quality considering end manufacturer location. Continuous updating of market knowledge Challenge teams when fabric development requests are not inline with business strategySourcing of fabric that drives the strategy of the business. Identify risks and make commercial decisions during the development process. Act in accordance with the Partnership's purpose and democratic principles, constructively participating in co-ownership, and demonstrating to customers and each other that it is a better way of doing business. Share your knowledge, experiences, ideas and opinion to improve the Partnership, speaking honestly and frequently. Invest in your personal and professional development to achieve your potential, by doing more, doing better, or doing different. Continuously engage with and actively contribute to your Profession. Take responsibility for actively engaging with change.	
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Skills	
Negotiation Influencing decisions	Works collaboratively to achieve the optimum and mutual agreement for a way forward for all parties. Resolves professional differences along the way through active listening and appropriate assertive communication to reach a win-win outcome. Prepared to adapt communication style to each situation and has the best interest of the Partnership at the forefront of all interactions.
Business Strategies	Thinks for the long term whilst making sense of the current climate. Cuts through any issues in order to reach the defined goal and ensures continued alignment to current business objectives. Puts these strategies in place for peers and team and in doing so, creates a culture where everyone contributes.
Critical Thinking	Interprets evidence and information to develop well reasoned arguments for thinking and can readily draw on evidence to justify a chosen course of action. Can think clearly when presented with multiple pieces of information and gets to the nub of an issue in order to make a well informed judgement.
Commerciality	Demonstrates an innate passion for and understanding of Retail including knowledge of our competitors and the wider social, political and economic factors which impact our business. Understands the Partnership business model and our integrated objectives. Uses this understanding to make well informed decisions that support key business objectives.
Business networking	Understands how to form and sustain both internal and external networks by identifying those of like mind and interest who can support with achievement of business objectives and form lasting relationships.

The six Assessment Criteria for Resourcing most relevant to this role are: TBC	
- Customer & Performance Focus (All) - Empowered Partner (All)	

- Planning & Delivering Excellence
- Applying Insight & Analytics
- Creativity & Innovation
- Communicating & Influencing

Qualifications & Experience

Essential

Expert in fabric sourcing, development & knowledge with great overall knowledge of raw materials, fabric qualities, current costs and business performance standards.

Experience of working directly with mills and yarn suppliers across the globe.

Strong Fabric knowledge across woven and jersey in production from spinning to bulk.

Strong fashion and trend awareness

Desirable

Degree or equivalent work experience in Fabric Sourcing

Strong technical knowledge of fabric in production from spinning to bulk.

Strong understanding of Fabric Performance and quality standards.

Knowledge of knit yarn in production from spinning to bulk.

Version	Created/updated by	Date
V.2	Nicola Kirby	30th May 2023
V.3	Nicola Kirby	17th Oct 2025

Partnership Level: 6 Manager's Partnership level: 5
Job Family Group: Job Family:
Pay range/Compensation Grade Profile:

Vetting required? (Yes or No) ● xx
